



Workday Human Capital Management for energy and resources.

Companies that support the energy value chain rely on complex technologies to manage assets and to discover, extract, service, refine, and transport new sources of fossil fuel. But many energy companies have antiquated HR systems to cope with the global workforce employed by this heavily regulated industry. A global business must react constantly to shifting market demands and it needs immediate access to its current workforce data. If a company lacks visibility into its global workforce, its ability to plan for sudden changes that affect worker mobility and capacity is limited. Acquisitions, organic growth, and cost optimization require quick and meaningful decision-making—based on the total workforce available—to enable energy companies to rise above the competition.

Workday Human Capital Management (HCM) offers a departure from older HR systems. Energy companies competing in a global marketplace should consider the following questions:

- Can you find and source workers—whether internal, external, or contingent—in a single application?
- Can you assign workers to an asset team in minutes or hours?
- Can you assess competencies, availability, project, and work experience in a single application?
- Can your workers and managers conduct transactions or tag hours to projects from mobile devices while they are in the field?
- Can you easily analyze crew profitability or safety performance at an asset or project level at any time?
- Can you anticipate future need for critical positions to support growth or selectively staff assets to mitigate cost?
- Can you easily track and audit your workforce across assets and geographies to prevent labor overspend?

Key Product Areas

Workday Human Capital Management Suite

- Human Resources Management
- Workforce Planning
- Recruiting
- Talent Management
- Compensation
- Benefits
- Global Payroll Management
- Time and Absence

Key Benefits

- Understand your entire worker cost at a project, AFE, or asset level, including contingent labor
- Source, onboard, and assign workers at an accelerated pace globally
- Access competencies, tenure, asset experience, and performance
- Empower field workers and business leaders with self-service
- Configure the system and iterate without additional support for specific business needs
- Act at the point of decision with labor cost and quality insights in hand

Human capital management.

Workday HCM is built from the ground up for the cloud. It is the only global enterprise application that combines human resources, benefits, talent management, payroll, time and attendance, recruiting, and workforce planning in a single, natively mobile system. Workday provides in-the-field access to critical applications for remote workers, whether they are in-country, offshore, or in some out-of-the-way region. Our single data and analytics model offers unparalleled visibility into workforce planning.

Human resource management.

The intuitive self-service capabilities in Workday HCM help you recruit, staff, and pay your global workforce, from full-time and part-time to contingent and seasonal workers. You can onboard new workers into assets or projects, meeting field operations needs and HR compliance requirements. As business circumstances evolve, changes are updated in real time in Workday. Energy companies can achieve global consistency even with comprehensive organizational changes, matrix reporting, worker assignments, or reporting priorities, accounting for local variation and regulatory requirements without customization. Embedded governance, risk, and compliance—with auditability to a field level—further reduces risk and liability.

The Workday compensation, absence, and benefits features accommodate multiple market surveys, various absence and leave types, and unique benefits plans with packaged integrations to benefits providers for ease of maintenance.

Workday Talent Management includes tools for goal, performance, and succession management. It improves the ways you can manage, develop, align, and reward your employees. The application enables HR and operations to partner effectively with accurate, real-time insight into the performance, skills, competencies, certifications, safety, and development needs of the workforce.

Recruiting.

Workday enables you to find skilled and mid-skilled workers in your talent pool—whether internal, external, retirees, or contingent—from a single application. This information is accessible to recruiters and candidates at any time, anywhere from mobile devices.

Payroll solutions.

Workday Payroll is designed to address the full spectrum of global enterprise payroll needs. Workday solutions in the U.S., Canada, and the UK are bolstered by our prebuilt payroll-provider integrations that leverage Workday Cloud Connect for Third-Party Payroll.

Time tracking.

Workday Time Tracking lets workers check in and allocate time worked from any mobile device or web browser. This data is logged to a global organization, project, AFE, customer, asset, or completion phase using worktags to precisely associate cost.

Project management.

Workday provides insights into project resources and team assignments by seamlessly connecting the worker record (credentials, experience with asset or position, competencies, and so on) to the project requirements, activity, and capacity.

Workforce planning.

Workforce planning capabilities in Workday unite the HR record with the resourcing of a project, allowing you to assign workforce teams with a complete understanding of the cost of work and the resources needed or available for that project.

Actionable analytics.

Organizations can use analytics in Workday to combine Workday data with multiple non-Workday data sources. You can import safety incidents, project revenue, asset downtime, or other financial data, and understand operations trends—whether current or predictive.

To learn more about Workday HCM for energy and resources, contact your sales representative.



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